



Employment & Day Services Division

# Employment Newsletter

October 2022



October is:

## Disability Employment Awareness Month

2022 Theme: Disability: Part of the Equity Equation

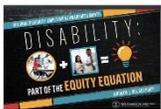
#NDEAM



## October is Disability Employment Awareness Month!

The EDS team compiled some different ways you can recognize, celebrate, and advocate for disability employment throughout the month of October:

### 10<sup>th</sup> Annual Disability Resource Fair



October 14, 2022  
New Britain Senior Center  
55 Pearl Street  
9:00 am - 12:00 pm

### 10<sup>th</sup> Annual Disability Resource Fair

The Employment & Day Services team will be at the Disability Resource Fair on October 14<sup>th</sup>. This year's event will be held at the New Britain Senior Center from 9AM – 12PM.

Click [here](#) to view the flyer for more information.

- IDEAL FOR THOSE WHO ARE:**
- Unemployed or underemployed
  - Transitioning from school to work or higher education
  - Receiving Social Security Disability & are considering work
  - Rely on public transportation
  - Interested in learning how assistive technology can help
  - Unsure of your legal rights in the workplace



All are welcome to learn about the available resources such as free employment services, transportation, legal rights, assistive technology, coaching & more!

(Please let us know if you need an accommodation – 860-899-3466)  
Brought to you by:



### How can you support NDEAM?

Participate in some of the activities in the U.S. Department of Labor's 31 Days of NDEAM, linked here. Some of the activities include reviewing your hiring policies to ensure ADA compliance and accessibility to all populations, educating staff on disability history, and sharing NDEAM information, articles, and resources.

[National Disability Employment Awareness Month, 2022 - The White House](#)

[CT DAS Recognizes National Disability Employment Awareness Month 2022](#)

# EDS Updates

Stay up to date with the Employment & Day Division! This section provides news and updates on different programs and services offered/overseen by the EDS Division Team.

The Employment & Day Services (EDS) Division was created in 2018 to oversee DDS employment and day options. EDS works with individuals, families, providers, community partners, and businesses to prepare individuals for competitive employment. The division currently offers a variety of day and employment services to individuals with intellectual or developmental disabilities (IDD) across Connecticut, learn more below:

## Innovative Employment Opportunity (IEO) Grant

The Department of Developmental Services released the application for the second Innovative Employment Opportunity (IEO) Grant! The IEO Grant was established to provide support and resources for the creation or expansion of business ventures that integrate individuals with IDD into their communities through meaningful employment. Applicants can apply for an exploratory grant or an implementation/expansion grant:

### Exploratory Grant

This grant will provide funding for business ideas that need an opportunity to explore the development of a viable business plan. The creation of competitive integrated employment opportunities for people IDD must be an integral component of the business concept. DDS will award up to \$4,000 for this grant.

### Implementation/Expansion Grant

This grant is for applicants who have a business, product or service; targeted market; and/or business goals; and are **already in development and ready to implement or expand.** The creation of competitive integrated employment opportunities for people with IDD must be an integral component of the business concept. DDS will award grants in three brackets for this type of grant: \$10,000; \$25,000; or \$50,000 (Examples of appropriate requests include, but are not limited to, funds for marketing, consultant fees, procurement of equipment and assistive technology, and development of technology systems).

For more information, view the Notice of Opportunity and the BID application [here](#).

## 4th Tuesday Forums

View the flyer with the link [here](#).

Attend the next fourth Tuesday Forum! Each month a different topic is discussed by DDS staff from the content area. These meetings will be informational listening sessions to allow stakeholders to learn more

### ***Fourth Tuesday Forums on Innovative Options***

*October 25, 2022 –Community Companion Homes (CCH)*

*November 22, 2022 – Customized Employment (CE)*

*December 20, 2022 - Remote Supports*

about different DDS services. Meetings are recorded and posted on the [DDS Website](#) under 4<sup>th</sup> Tuesday Forums.

Customized Employment (CE) is a service that helps adults with significant disabilities achieve competitive integrated employment. CE is a highly structured, time limited process meant for individuals who have tried other services and need more support to achieve employment.



The Customized Employment process is intensive and takes time. The CE Certified Staff Member will develop and/or negotiate an employment position that meets both the likes, strengths, and abilities of the individual job-seeker and the unmet needs of the employer. Customized Employment (CE) is carried out over three stages: Job Discovery; Job Development, Negotiation, & Placement; and Post-Employment Supports.

At the end of Customized Employment Services, individuals should be placed in a competitive employment position and can transition to either natural supports or an Individualized Supported Employment (ISE) service placement. ISE Services can consist of on the job-supports and job-coaching.

## CT CE PROVIDER CERTIFICATION: *Apply for the 2023 sessions now!*

<b>Session C:</b> <b><u>Feb 6, 2023- June 23, 2023</u></b>	<b>Session D:</b> <b><u>Feb 27, 2023- June 30, 2023</u></b>
Module 1: 2/6/23-3/3/23 Module 2: 3/6/23-4/7/23 Module 3: 4/17/23-5/12/23 Module 4: 5/15/23-6/23/23	Module 1: 2/27/23-3/24/23 Module 2: 3/27/23-4/28/23 Module 3: 5/1/23-5/26/23 Module 4: 5/31/23-6/30/23
<b>LIVE SESSIONS</b> Tuesdays at 9:00 on: <b><u>2/28; 3/21; 4/4; 5/2; 6/6; 6/20</u></b>	<b>LIVE SESSIONS</b> Thursdays at 9:00 on: <b><u>3/16; 4/6; 4/27; 5/25; 6/15; 6/29</u></b>
<a href="#">Session C Application Link</a>	<a href="#">Session D Application Link</a>

The goal of the ADS-DDS CE team is to increase capacity to provide the service to individuals across the state. The State offers a free CE Certification Course to DDS provider agency staff members. Only staff members with an active CE Certification can provide the service in Connecticut.

To learn more about the Connecticut Customized Employment Certification Course and application process review the overview document which includes application links, [here](#).

## Project SEARCH

There are **10** Project SEARCH programs across Connecticut. Project SEARCH is a nine-month internship training program, available to school transition age students and young adults eligible for DDS services, who need more intensive employment skills training. Learn more about Project SEARCH [here](#).

### [Connecticut Project SEARCH Contact List](#)

DDS providers qualified to offer Transition Services interested in starting their own Project SEARCH program can contact the EDS team [here](#) to determine if there is a geographic need and for other start up information.

# Employment Services Strategic Planning Committees

In February 2021, the State Employment Leadership Network (SELN) published their Finding & Observations Report on the State of Connecticut Department of Developmental Services Employment Services. The report commends strengths, reviews areas of improvement, and makes recommendations for action.

As a result of SELN recommendations, DDS created various stakeholder subcommittees to develop recommendations to improve outcomes for individuals with intellectual disability seeking to obtain and maintain employment. We are now starting to put these recommendations into action. Below are some of the exciting changes that went into effect on October 1<sup>st</sup>, 2022 based on these recommendations.

## Individual Supported Employment (ISE) Updates

- There will be one uniform rate for the ISE Employment Incentives. (\$55/hr)
- The cap on ISE hours is being removed. An individual will be able to utilize their Day funding for ISE or a combination of ISE and other Day supports – up to their LON amount.
- Whenever possible, one-time ISE authorizations will utilize “Add Hours” to minimize the additional administrative burden and allow WebResDay billing in lieu of submitting “actuals”.

[Operation Center Memo FY23-10 Individual Supported Employment Update](#)

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# Employment News & Resources

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## Direct Support Professional Recognition Week 2022

The week of September 11<sup>th</sup> – September 17<sup>th</sup> was the annual Direct Support Professional (DSP) Recognition Week. **Thank You Direct Support Professionals!** DSPs help support people

with disabilities live fulfilled, independent lives. These professionals deserve much appreciation and recognition for their dedication to supporting the people we support achieve their goals. This month, National Disability Employment Awareness Month, is an especially important time to recognize the work of DSPs. Many DSPs assist individuals supported by DDS in employment programs. This week take the time to thank the Direct Support Professionals you see for their dedication and hard work! [Governor Lamont Statement](#)

The Global Disability Equality Index (GDEI) provides companies the opportunity to benchmark their inclusion efforts within their own industry, see how company-wide policies are implemented in satellite locations across the world, and give feedback on establishing a baseline for inclusion in differing cultural contexts.



The GDEI is currently in Phase II of its pilot and is being offered free of charge. Please enter GDEICompPass22 to bypass the fee.

[Register for  
the GDEI](#)

# Links & Resources

DDS does not endorse or recommend any product, process, or service listed below.

## WEBINARS:



NDEAM 2022 Employer Spotlight Series: Alaska Airlines

Tuesday, October 11, 2022 | 1:00 – 2:00PM

[Registration Link](#)



DISABILITY  
EMPLOYMENT  
TA CENTER

Thinking Outside the Box: States' Journey in Using American Rescue Plan Funding to Increase Competitive, Integrated Employment

Tuesday, October 11, 2022 | 3:00 – 4:30PM

[Registration Link](#)



NDEAM 2022 Employer Spotlight Series: JPMorgan Chase

Thursday, October 13, 2022 | 1:00 – 2:00PM

[Registration Link](#)



Tell Your Employment Story

Wednesday, October 12, 2022 | 1:00 – 2:00PM

[Registration Link](#)



NDEAM Employer Chat on Workplace Mental Health and Well-Being

Thursday, October 13, 2022 | 10:00 – 11:15AM

U.S. Department of Labor

[Registration Link](#)



Building a Disability-Inclusive Organization

Thursday, October 13, 2022 | 2:00 – 3:00PM

[Registration Link](#)



Twenty-Two Cents an Hour: Disability Rights and the Fight to End Subminimum Wages

Wednesday, October 19, 2022 | 1:00 – 2:00PM

[Registration Link](#)



Employer Assistance and Resource Network on Disability Inclusion

Retaining Valued Employees with Disabilities: The Importance of Performance Coaching and Management

Wednesday, October 19, 2022 | 2:00 – 3:00PM

[Registration Link](#)



Opening the Door: Importance of Great Person-Centered Conversations on Employment

Wednesday, October 19, 2022 | 3:00 – 4:30PM

[Registration Link](#)



Disabled, Trans, and Queer: Intersectional Conversations in the Workplace

Wednesday, October 19, 2022 | 1:00 – 2:00PM

[Registration Link](#)



Candid Webinar: Inclusive Communication – An Introduction to the Vocabulary of the Disability Community

Wednesday, October 19, 2022 | 2:00 – 3:30PM

[Registration Link](#)

**Want to receive the newsletter via email from EDS? Subscribe below:**

[Subscribe](#)

**Contact Employment & Day Services:**

460 Capitol Avenue Hartford, CT 06106

[Email](#) | [Website](#)



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